

Last Updated: October 12, 2024

Privacy Notice

Please read this Privacy Notice and Policy (“**Policy**”) carefully. It applies to all information PA TEAM SOFTWARE CONSULTING LTD and its affiliates (collectively “**Company**”, “**we**”, or “**us**”) collects from you through its website: www.pateam.co (collectively “**Platform**”).

This Policy outlines the types of Personal Information that we gather about individuals, how we collect and make use of such data, including saving, processing and sharing the data with third parties.

You are aware that your Personal Information, may be stored on Company’s database and you are not under any statutory or contractual obligation to provide us with your Personal Information. If you do not want us to collect, use, or share your information in the ways described in this Policy, you should not access or use the Platform. If you do not provide us with your Personal Information as set out in this Policy, we may not be able to let you use the Platform.

By accessing or using the Platform, you expressly acknowledge and agree to the terms of this Policy and that we will collect, use and share your Personal Information with third parties in accordance with the provisions of this Policy.

By using the Platform, you further acknowledge and agree that we will process and use your Personal Information in different countries around the world. Please be aware that the privacy laws and standards in certain countries may differ from those that apply in the country in which you reside.

1. What is Personal Information?

“Personal Information” means any information that specifically identifies an individual such as a full name, address, telephone number, mobile number, e-mail address, or information about an individual that could be directly linked to such identifying information such as device IP address. Personal Information does not include “Usage Information” (meaning anonymous site usage information such as visit statistics, page views, device type, etc.), unless such information is connected to your Personal Information.

2. Information Collected on the Platform

2.1 We collect Information you provide to us such as full name, address, telephone number, mobile number, e-mail address, any information and any other personal information you upload or make available on the Platform.

2.2 If you provide Personal Information regarding third parties, you undertake and declare that you obtained third parties’ explicit consent to the provisions of this Policy.

2.3 Whenever you use the Platform, we and anyone on our behalf may automatically collect usage information. When we refer to cookies, we also mean other technologies that collect information (“**Cookies**”). Please refer to our Cookie Policy (under section 5 below) for further information.

3. How We Use your Personal Information [

When you access or use the Platform, we collect, use, share, and otherwise process your Personal Information as described in this Policy. We will use Personal Information and other information we collect through the Platform:

- 3.1 to provide, operate, and maintain the Platform, the services and information you request.
- 3.2 to improve, personalize, and expand our website and services.
- 3.3 to target personalized campaigns including via LinkedIn.
- 3.4 to contact you including about your use of the Platform;
- 3.5 to operate, manage and maintain the Platform;
- 3.6 to respond to your emails, questions, comments and support issues;
- 3.7 to monitor and analyze usage information and otherwise measure the effectiveness of the Platform;
- 3.8 to send you updates, security alerts, and support and administrative messages, to detect and prevent fraud, and to otherwise facilitate your use of, and our administration and operation of, the Platform.
- 3.9 to review job applications;
- 3.10 for the purposes of maintaining and enhancing the accuracy of our users data;
- 3.11 for the purposes of internal business operations and compliance with the Company policies and procedures, including those related to audits, account management and information system management;
- 3.12 for the purposes of resolving disputes, conducting internal investigations;
- 3.13 to comply with applicable laws and regulations, including in connection with legal proceedings, court orders, and governmental inquiries.

4. What Personal Information do we share with third parties?

We may share your Personal Information with third parties in the following circumstances:

4.1 Third Parties Providing the Platform and services on Our Behalf.

We may share your Personal Information with third parties that perform services on our behalf, such as companies that host or operate the Platform and the services; provide IT service, legal advisers, accountants, data analysis, marketing services, etc.

4.2 Legal Disclosure

We may transfer and disclose information, including your Personal Information, to third parties to comply with any legal obligation; at the request of governmental

authorities conducting an investigation or otherwise requiring disclosure (including without limitation to meet law enforcement requirements and for the purposes of national security); to verify or enforce our Terms of Service; or to otherwise protect the rights, property, safety, or security of us, the public and/or other users of the Platform.

4.3 Business Transfers

We may also share your Personal Information with our affiliated entities, and such entities may use your information in accordance with this Privacy Policy. As we continue to develop our business, we may sell or purchase assets. If another entity acquires us or all or a portion of our assets, Personal Information and any other information that we have collected through the Platform may be disclosed to such entity as part of the due diligence process, and will be transferred to such entity as one of the transferred assets. Also, if any bankruptcy or reorganization proceeding is brought by or against us, all such information may be considered an asset of ours, and as such, may be sold or transferred to third parties.

4.4 Prevention

We reserve the right to disclose your information to any third parties, according to our sole discretion as it is necessary to prevent any harm or damage to the Company, its clients, or any third party.

5. Our use of Cookies

The Platform uses cookies to facilitate and personalise your browsing experience; by browsing the Platform, the user agrees to the use of cookies in compliance with this policy. There are several categories of cookies:

Strictly Necessary Cookies

These Cookies are essential to enable you to navigate and use the features of the Platform. Without these Cookies, you may not be able to take full advantage of our services or features such as logging in or filling in forms. The Platform will not perform as smoothly for you as we would like. These cookies do not store any personally identifiable information.

List of Strictly Necessary Cookies:

Name	Term	Description
PHPSESSID	Expires when the user closes their browser	This is a session cookie used by PHP to identify a user's session on the website. It is essential for the website to function properly, as it maintains the state of the user's session.
aws-waf-token	4 Days	This cookie is used by AWS Web Application Firewall to protect the site from malicious traffic. It is necessary for security purposes.

Functionality Cookies

These cookies enable the Platform to provide enhanced functionality and personalisation by remembering choices you make (such as your username or ID, language preference, or the area or region you are in). They may also be used to provide services you have asked for, such as watching a video. They may be set by us or by third party providers whose services we have added to our pages. The information these cookies collect may be anonymized, and they cannot track your browsing activity on other Websites. If you do not allow these cookies, then some or all of these services may not function properly.

List of Functionality Cookies:

Name	Term	Description
cookie_notice_accepted	30 Days	This cookie is used to remember if the user has accepted the cookie notice, ensuring that the notice is not shown again on subsequent visits. It enhances the user experience by remembering their preferences.
wp_lang	Expires when the user closes their browser	This cookie is used by WordPress to store the language preference of a user

Performance/Statistics Cookies

These cookies allow us to count visits and traffic sources so we can measure and improve the performance of our site. They help us to know which pages are the most and least popular, see how visitors move around the site, and whether they clicked on a link. This lets us know where we are doing well, and where we can improve, as well as making sure the pages load quickly and display properly. Information collected includes, for example, the Internet browsers and operating systems used, the domain name of the Platform previously visited, the number of visits, average duration of visit, and pages viewed.

List of Performance/Statistics Cookies:

Name	Term	Description
Hubspot	13 months	Used to integrate the page with our HubSpot Instance
LinkedIn Insight	30 days	collect information about campaigns and website retargeting
Google Analytics	24 months	collect information about statistics/interactions and more
wordpress_test_cookie:	Expires when the user closes their browser	This cookie is used by WordPress to check if cookies are enabled in the browser. While it is not directly used for performance or statistics, it helps ensure that other cookies can function properly.

6. **Retention**

The amount of time we will retain your Personal Information depends on why we collected it and how we use it. We won't retain your Personal Information for longer than we are allowed under applicable law, and otherwise, will not generally retain your Personal Information for longer than is necessary to accomplish our business purposes and protect our legal rights.

7. **How We Protect Personal Information**

We implement reasonable administrative, organizational and technical safeguards and security measures to protect Personal Information. Please keep in mind that no method of transmission over the Internet, or method of electronic storage, is 100% secure. As a result, we cannot promise or guarantee that such information will be immune from any wrongdoing, malfunction, unlawful interception or access, or other kinds of abuse and misuse. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us in accordance with the "Contact Us" section, below.

8. **International Operations**

The Platform operates on Amazon Web Services (AWS) cloud. Please be aware that the information we collect may be transferred to and stored in countries outside the State of Israel and the European Economic Area. Your personal data is stored on servers within the AWS cloud. By using the Platform and providing us with any information, you acknowledge that your personal data will be stored on AWS cloud subject to AWS terms and policies and to the collection, processing, storage, and transfer of such information to third parties worldwide including in territories in which the privacy laws may not offer the same level of protection as those in your country of residence or citizenship.

9. **Your Rights as Data Subject**

As a data subject, you have various rights in relation to your Personal Data. In particular, you have the following rights:

- 9.1 The right to review, correct, and request deletion of your personal information.
- 9.2 The right to request access to the personal information that Company has about you;
- 9.3 The right to rectify or correct any personal information that is inaccurate or incomplete;
- 9.4 The right to request a copy of your personal information in electronic format so that you can transmit the data to third parties, or to request that Company directly transfer your information to third parties;
- 9.5 The right to object to the processing of your personal information for marketing and other purposes;

- 9.6 The right to erasure of your personal information when it is no longer needed for the purposes for which you provided it, as well as the right to restriction of processing of your personal information to certain limited purposes where erasure is not possible;
- 9.7 The right to withdraw consent at any time (where relevant);
- 9.8 The right to lodge a complaint with the competent supervisory authority.

Please note that the above rights are not absolute and that they can be subject to specific legal requirements or exemptions and/or applicable laws.

There is no charge for the provision of the information, following your request, except in circumstances where the request is manifestly unfounded, repetitive, or excessive. Alternatively, we may refuse to comply with your request in these circumstances.

10. **Updates to Our Policy**

This Policy may be updated periodically and without prior notice to you, and any changes will be effective immediately upon the posting of the revised Policy. We will indicate at the top of this Policy when it was most recently updated. We recommend that you periodically check and review this Policy. Responsibility for being acquainted with the changes, if any, made to and/or by this Policy, rests with you alone.

11. **External Links**

Our Platform or service may contain links to other websites and online services, including of job applications pages ("**External Links**"). These External Links are provided solely as a convenience to you and are not under our control. We are not responsible for the content, privacy practices, or security of any External Links.

By using our Platform or service, you acknowledge and agree that the Company is not responsible for the privacy practices in External Links. We encourage you to read the privacy policies of any External Links you visit or interact with.

12. **Contact Us**

If you have any concerns, requests or questions about this Policy or about how we process your Personal Information please contact us at privacy@pateam.co

13. **Governing Laws**

Use of the Platform, your interaction with us, and this Policy, is subject to the laws of Israel. The sole jurisdiction for any matter and/or dispute relating to issues of privacy regarding the Platform and the services, any content available through the Platform and this Policy will be exclusively subject to the jurisdiction of the competent courts in Tel Aviv, Israel.